

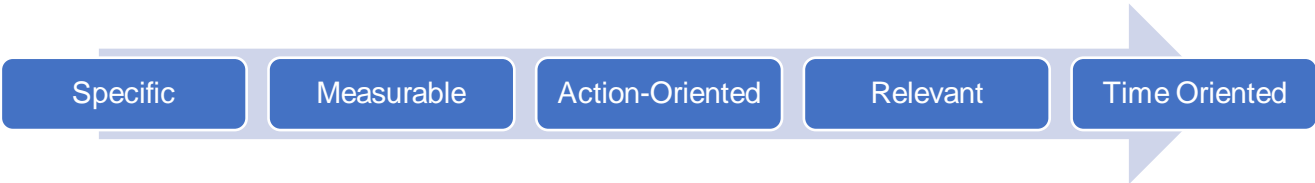
The background is a composite image. At the top, a submarine is shown from a side-on perspective, moving towards the left, leaving a white wake on a blue sea. Overlaid on the right side of the submarine is a red, glowing atomic symbol with three elliptical orbits and a central nucleus. In the foreground, the lower half of a sailor's face is visible. He is wearing a blue sailor's cap and large black headphones. He is holding a telephone receiver to his ear with his right hand. The overall color palette is dominated by blue, white, and red.

NUCLEAR PATHWAYS TO SUCCESS

SUBMARINES



SMART GOALS



| SHORT TERM (<6 MONTHS) | Goal Date | Complete Date |
|------------------------|-----------|---------------|
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| MID TERM (6-18 MONTHS) | Goal Date | Complete Date |
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| LONG TERM (>18 MONTHS) | Goal Date | Complete Date |
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IST SEA TOUR JSI

| Years of Service | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
|-------------------|-----------------------|-----------------------|---|--|---|---|--|---|-----------------------------|----|----|---|----|----|-------------|-------------------------|----|----|-------------|----|
| Reenlistment Zone | SRB Zone A | | | | | | SRB Zone B | | | | | ESRP Zone 1 | | | ESRP Zone 2 | | | | ESRP Zone 3 | |
| | Training 24 Months | JSI TOUR 24 MONTHS | | 1 st Sea Tour 48+1 Month | | | 1 st Shore Tour 30+1 Months | | LPO/LCPO Tour 40+1 Month | | | 2 nd Shore Tour 36+1 Months | | | | EDMC Tour 40+1 Month | | | | |

IST SEA TOUR NON JSI

11-Yr Gate

17.5-Yr Gate

| Years of Service | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
|-------------------|--------------------------|--|---|---|---|---|------------|---|---|-----------------------------|-------------|----|----|---|-------------|----|----|-------------------------|----|-------------|--|--|
| Reenlistment Zone | SRB Zone A | | | | | | SRB Zone B | | | | ESRP Zone 1 | | | | ESRP Zone 2 | | | | | ESRP Zone 3 | | |
| | Training 24 Months | 1 st Sea Tour 48+1 Month | | | | 1 st Shore Tour 36+4+1 Months | | | | LPO/LCPO Tour 40+1 Month | | | | 2 nd Shore Tour 36+4+1 Months | | | | EDMC Tour 40+1 Month | | | | |

10-Yr Gate

17-Yr Gate

Qualification

Nominal

- ☐ Warfare (12 Months from Arrival at First Command)
- ☐ Senior In rate (18 Months from Arrival at First Command)
- ☐ Supervisory NEC (36 Months from Arrival at First Command)
- ☐ EWS NEC (N33Z) (42 Months from Arrival at First Command)

Professional Development

- ☐ RPPMS Roles
- ☐ 3M Petty Officer
- ☐ Repair Parts Petty Officer
- ☐ Work Center Supervisor
- ☐ Leading Petty Officer
- ☐ Engineering Department Training Assistant

Possible Schools

- ☐ Quality Assurance Inspector (QAI)
- ☐ Nuclear Planner (NEC N77Z)
- ☐ ETMS (NEC N73Z) (Specific to N13O/N13S)
- ☐ Propulsion Plant Trade Skills
- ☐ Battery Maintenance (Specific to N14O/N14S)
- ☐ Gage Calibration
- ☐ EOG or LPE (NEC N41Z or N53Z) (Specific to N14O/N14S)
- ☐ Advanced Fire Fighting
- ☐ Welders School

Supervisor NEC

- ☐ E-5 or Greater
- ☐ Greater than 4 years of Service (Waiver for EWS Qualified)
- ☐ Qualify watches per OPNAVINST 1220.1(Series)
- ☐ Complete TYCOM qualification

REFER TO OPNAVINST 1220.1(Series) for more Information on NECs



INCENTIVE PAY

Nuclear-trained Sailors with an active NEC are eligible for various Special Duty Assignment Pay rates based on assignment and qualification.

| | Operator | Supervisor |
|--------|----------|------------|
| SEA | \$150 | \$375 |
| EDMC | | \$450 |
| NPTU | \$150 | \$450 |
| TENDER | \$375 | \$375 |
| SHORE | \$150 | \$300 |

- **Verify Current SDAP level verified on LES:** Supervisory NEC at Sea results in \$2,700.
- **Verify Sea Pay on LES:** Authorized for Sailors permanently attached to an in-service vessel. Variable rate.
- **Assignment Incentive Pay (AIP):** Nuclear-trained Sailors who volunteer for shore duty as an NPTU instructor are eligible to receive a lump sum AIP incentive upon completing instructor qualifications.
 - **Process:** Sailors must bid for AIP while selecting orders in CMS-ID



CAREER CONTINUATION

The Navy values the work you do and is willing to pay to retain top-talent. Reenlistment bonus eligibility is indicative of this fact. Nuclear-trained Sailors are eligible for Selective Reenlistment Bonus (SRB) and Enlisted Supervisor Retention Pay (ESRP) based on career timing and qualifications.

Bonus Calculation





- Reenlistment contract values are **capped \$30k/year and \$100,000 total** per contract.
- STAR Reenlistment
 - Nuclear NEC
 - 21 months of service
 - Approved C-WAY quota
 - Execute 6-year reenlistment
 - Decision between 2 and 6 years of service
 - No NJP or ARI in last 18 months
 - No Evaluation grade less than 3.0 for last 24 months.
- **Timing:** STAR contracts should be executed before completing the 4th year of service to incorporate inoperative extensions. Early STAR contracts optimize lifetime bonus payments.



SHORE DUTY RESET, DEVELOP SKILLS, LINE UP NEXT TOUR

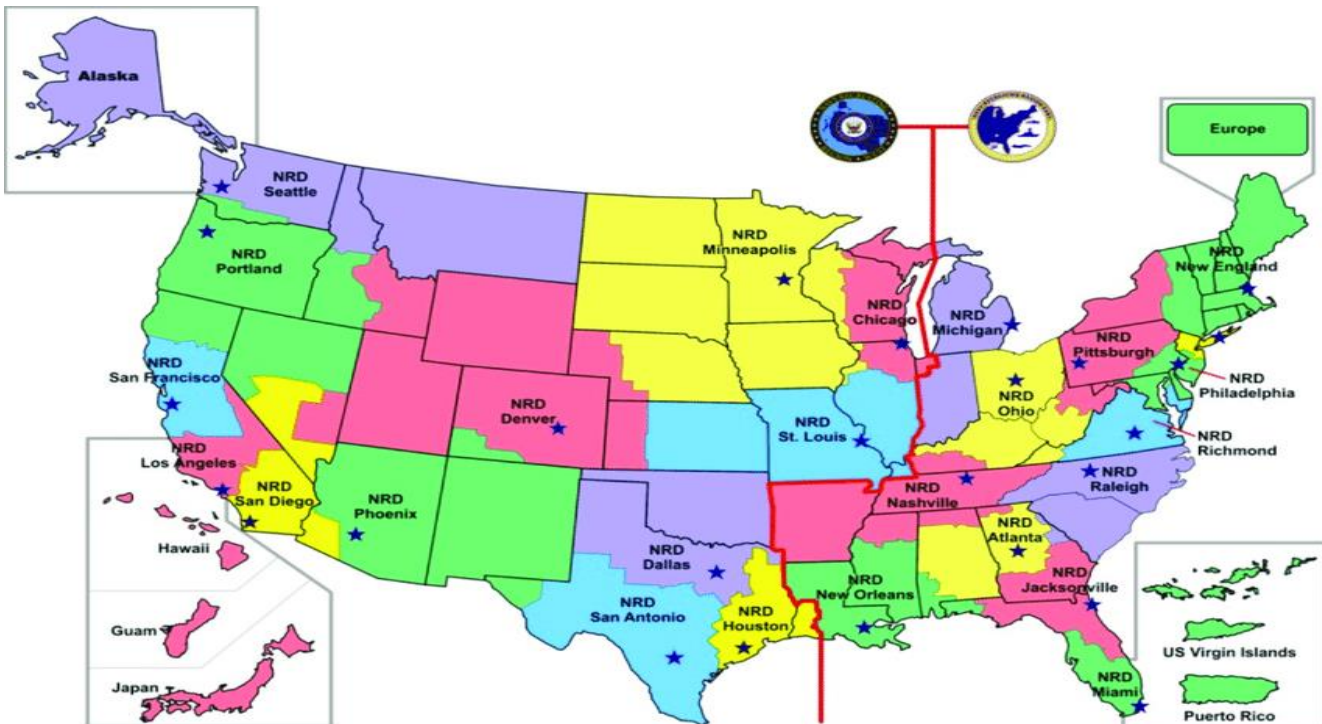


- **CONSIDER:** When negotiating for your shore duty orders, evaluate your personal and professional goals.

| | | |
|--|--|--|
|  |  |  |
| TRAINER | MAINTAINER | RECRUITER |
| QUALIFY MTS AND EWS(NPTU) PURSUE COLLEGE \$450 SDAP LEAD FUTURE SAILORS PRIORITY CHOICE IN FOLLOW ON ORDERS LOCATIONS: CHARLESTON, BALLSTON SPA, FIDES AT FLEET CONCENTRAION AREAS | LEAD COMPLEX MAINTENANCE PURSUE COLLEGE VARIABLE SDAP ATTEND RCTQS, RADCON TECH, NUCLEAR PLANNER LOCATIONS: NUCLEAR FLEET CONCENTRATION AREAS | GUIDE NEW RECRUITS PURSUE COLLEGE \$450 SDAP ATTEND ENLISTED RECRUITER SCHOOL LOCATIONS: NATIONWIDE |



SHORE DUTY: RECRUITER



- Recruiting District Examples – 143 Total Billets

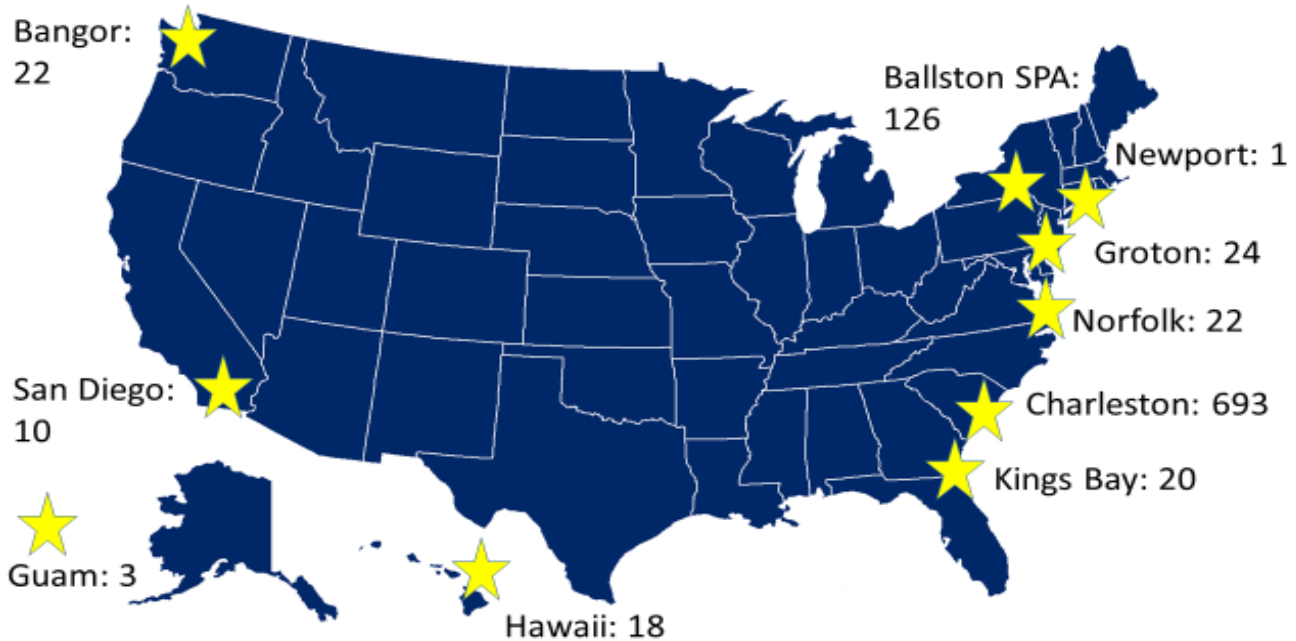
- Phoenix, AZ
- Miami, FL
- Puerto Rico,
- Portland, OR
- Raleigh, NC
- Richmond, VA
- New England
- Dallas, TX
- Denver, CO
- Los Angeles, CA & more! Ask your Detailer!

- Advantages

- Diverse locations (possible hometown)
- Complete your college degree
- Help your country maintain a strong national defense by recruiting the best
- Highest SDAP for non-nuclear shore duty



SHORE DUTY TRAINER



- **Requirements to Screen Instructor**

- Warfare Qualified
- Senior-in-Rate Qualified
- Supervisory NEC for NFAS EWS for NPS/FIDE

- **Screening Process**

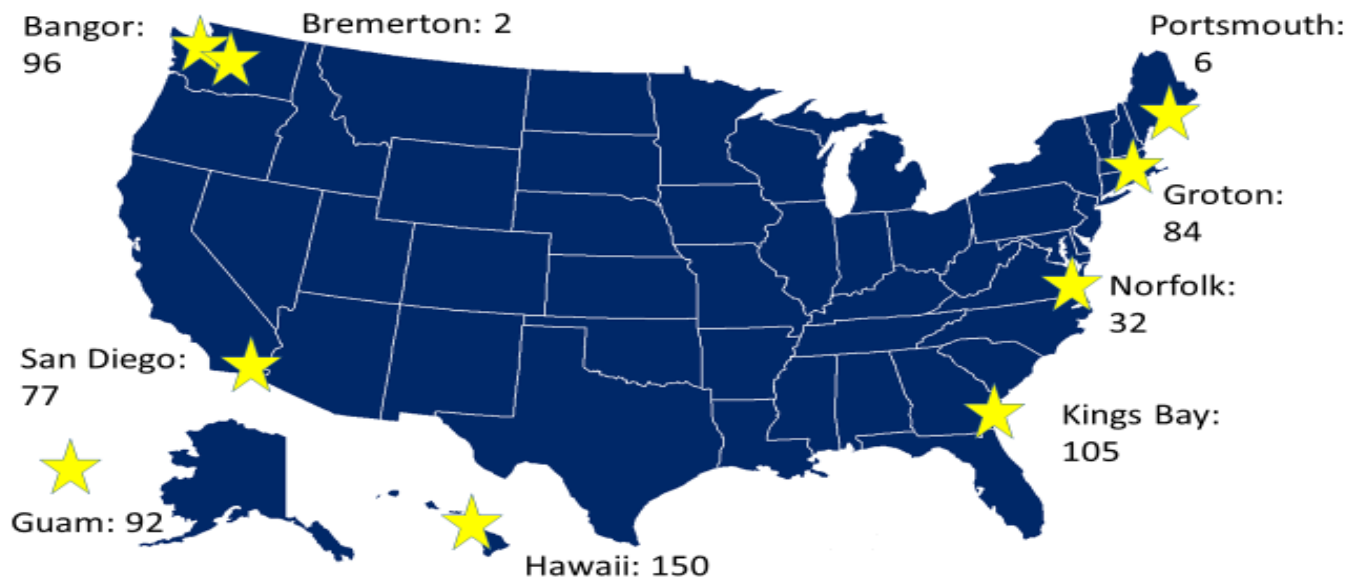
- Pre- Screen 15 months prior to PRD – Top performing Sailors who meet requirements will be selected
- Notification via Naval Message
- If not selected during pre-screening and desire Instructor Duty – Submit Package with CO's Endorsement

- **Advantages**

- Career Enhancing: Instructors typically advance to E-7 one year earlier
- Leadership and Operational Experience: Qualify EWS at NPTU
- NPTU has Highest SDAP (\$450)



SHORE DUTY: MAINTAINER



- Advantages

- Gain unparalleled experience in rate-specific skills – Gain maintenance planning skills difficult to obtain at other shore commands
- Complete your college degree
- Unique Potential to attend Radiological Controls Technician Qualification School (RCTQS) and earn the RADCON Tech NEC (N76Z)
- Unique Potential to Attend Nuclear Planner school and earn the Nuclear Planner NEC (N77Z)

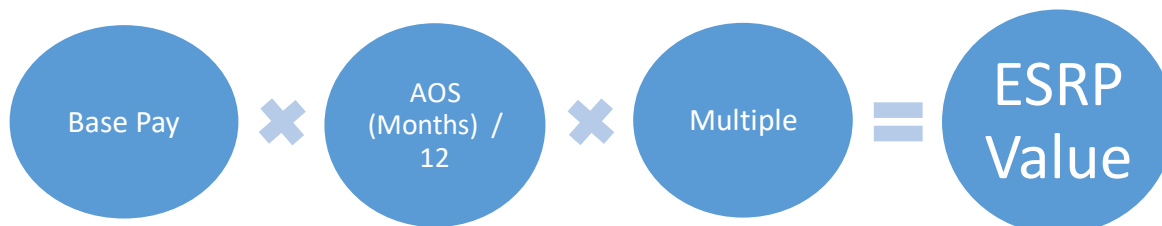


RETURN TO SEA AND STAY NAVY

- **Go back to sea and lead the next generation of Sailors**
 - After you have completed the first sea tour and a shore tour, you have gained irreplaceable knowledge; both in your rating and as a leader
 - You won't be going back to sea to do the same job you had as a first tour Sailor. On your return you will be a divisional and departmental leader
- **Continue advancing your professional career**
 - Stand Engineering Watch Supervisor
 - Manage complex nuclear operations
 - Build your technical and supervisory skills

ENLISTED SUPERVISOR RETENTION PAY (ESRP)

- ESRP is tailored to reward sustained superior performance and critical nuclear supervisor skills
- Eligible to reenlist as soon as you satisfy the years of service, qualifications, and paygrade
 - Zone 1:
 - Between 10 and 14 years of service
 - Hold Supervisory NEC
 - The Zone 1 bonus counts AOS through 16 years
 - Zone 2:
 - Between 14 and 18 years of service
 - Frocked E-7 or Above
 - The Zone 2 bonus counts AOS through 18 years
 - Zone 3:
 - Between 18 and 23 years of service
 - E8 or E9 with orders to, serving, or successful EDMC tour
 - The Zone 3 bonus counts AOS through 23 years





YOUR ROAD TO ANCHORS



Ways to Prepare

- Become a Technical Expert
- Become a Highly Qualified Watchstander
- Participate in Sailor 360
- Be a mentor and a mentee
- Educate yourself (Navy schools, college, graduate degree, books, etc)

Chief Petty Officer

- Supervisor NEC (required)
- EWS/PPWS qualified (required)(N33Z NEC)
- Leading Petty Officer **at sea**
- Sustained superior performance

Senior Chief Petty Officer

- EDMC qualified (N32Z NEC)
- LCPO at sea

Master Chief Petty Officer

- Serving or served as EDMC
- Sustained superior performance at sea
- Attend a Senior Enlisted Academy (MPM 1306-925)

Rules for Success

1. **Execute today for anchors tomorrow.**
2. **Always accept free education.** Success starts in the mind, so train your mind.



UNCLASSIFIED The Uniformed Services Blended Retirement System

The Military Retirement Benefit

- Legacy Retirement System**
 - Defined annuity benefit computed as $2.5\% \times \text{Years Served} \times \text{Retired Pay Base}$
 - Must serve at least 20 years
- Blended Retirement System, blends:**
 - Member's TSP Contributions (After 60 days)
 - DoD Automatic 1% into TSP (After 60 days)
 - DoD Matching TSP Up to 4% (After 2 years)
 - Monthly Retired Pay (Includes Lump Sum Option) (After 20 years)
 - TSP Earnings (Retirement Age)

Only 19% Active and 14% Reserve Qualify

Defined annuity becomes $2.0\% \times \text{Years Served} \times \text{Retired Pay Base}$

85% of all service members will get government-provided retirement benefits

Current members GRANDFATHERED as of Dec. 31, 2017

Option to switch:

- Active: If less than 12 years of service
- Reserve: If fewer than 4,320 points

All new members after Jan. 1, 2018 covered by BRS

No one will be automatically switched

UNCLASSIFIED The Uniformed Services Blended Retirement System

Blended Retirement System Basics

Defined Benefit For non-regular retirement, at age 60 or earlier with creditable active service

- Basic qualifications for retirement do not change
- The pension is still the primary component of military retirement

$2.0\% \times \text{Years of Service} \times \text{High-36 Month Average of Base Pay} = \text{Monthly Retired Pay}$

Defined Contribution

| Individual Contribution | Agency Automatic Contribution | Agency Matching Contribution | Total TSP Monthly Contribution |
|-------------------------|-------------------------------|------------------------------|--------------------------------|
| 0% | 1% | 0% | 1% |
| 1% | 1% | 1% | 3% |
| 2% | 1% | 2% | 5% |
| 3% | 1% | 3% | 7% |
| 4% | 1% | 3.5% | 8.5% |
| 5% | 1% | 4% | 10% |

NOTE: Currently serving members who opt-in will see matching contributions immediately

Continuation Pay

- Mid-career incentive designed to maintain force retention
- Payable between 8 and 12 years of service
- Minimum is 2.5 x monthly basic pay (0.5 x for RC)

Lump Sum

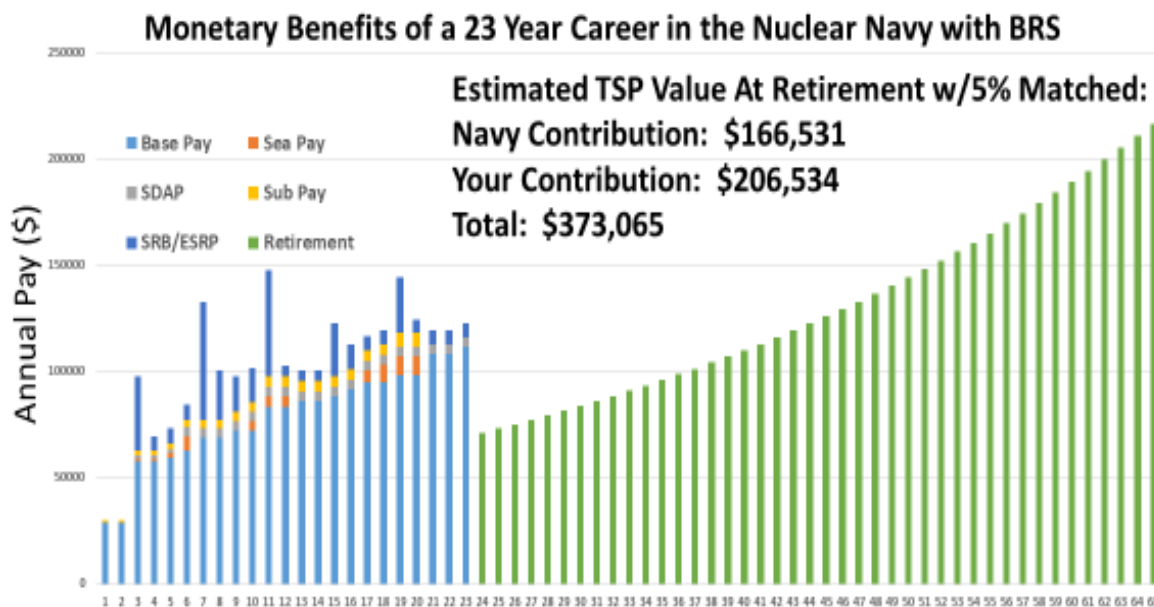
- May elect lump sum of 25% or 50% at retirement
- Discounted present value from retirement to age 67
- At age 67, reverts back to full annuity

MANAGE YOUR RETIREMENT TO MAXIMIZE THE VALUE!

A 1% matched TSP investment combined with a 2% pension and not investing the 12 year continuation pay is estimated to be worth **\$5,226,712** as compared to a 5% matched TSP investment combined with a 2% pension and investing the 12 year continuation pay is estimated to be worth **\$7,550,731**.

For Information: militarypay.defense.gov/blendedRetirement/





Active Duty Pay is based upon 2020 Values.

Years of Service

Pays are Based upon Following Nominal SSF and Advancing at Average Year Point.

Base Pay Includes Pay, BAS, and BAH (Fleet Area Averages).

Retirement Pay is Based upon Values for Sailor that Joined in 2020 and Retires in 2043 with 5% matched TSP and Investing Continuation Pay (militarypay.defense.gov/Calculator/BRS/).

COMMUNITY SUPPORT

For Information and resources on career management:

**VISIT OUR
WEBSITE**



MYNAVYHR: <https://www.mynavyhr.navy.mil>

N133 Contact: bullnuke@navy.mil

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/>

GI BILL BENEFITS: <https://benefits.va.gov/gibill/>

NKP LaDR Career Tool: <https://www.cool.navy.mil/usn/>

Military Family Resources: <https://www.militaryonesource.mil/> <https://operationhomefront.org/>

Enlisted Nuclear Assignments:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/NUC-SUB/>

nuclearkhaki@navy.mil (E7 and Above)

sub_nukes@navy.mil (E6 and Below)

Nuclear Enlisted Pathways to Success

Submarines



NOTES